

THIRTY-FOURTH ANNUAL REPORT

OF THE

CIVIL SERVICE COMMISSION

OF

MASSACHUSETTS.

FROM OCT. 1, 1916, TO SEPT. 30, 1917, INCLUSIVE.



BOSTON:

WRIGHT & POTTER PRINTING CO., STATE PRINTERS,
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COURTENAY CROCKER, SUDBURY.

Chief Examiner.

JOSEPH J. REILLY, CAMBRIDGE.

Deputy Examiner.

DENNIS A. DOOLEY, BOSTON.

Secretary.

JOHN C. GILBERT, WINCHESTER.

Physical Inspector.

ANDREW F. DOWNING, M.D., CAMBRIDGE.

OFFICE OF CIVIL SERVICE COMMISSION, ROOMS 148-152, STATE
HOUSE, BOSTON.

LOCAL REPRESENTATIVES OF THE CIVIL SERVICE COMMISSION.

WILLIAM C. DROHAN, *106 Main Street, Brockton.*

CARRIE M. STEBBINS, *397 Front Street, Chicopee.*

EDWARD F. MURPHY, *694 South Main Street, Fall River.*

SAMUEL W. MILLER, *745 Main Street, Fitchburg.*

CHARLES H. MORROW, M.D., *Gloucester.*

EDWARD B. SAVAGE, *81 Merrimack Street, Haverhill.*

CLIFFORD S. LYON, *173 Dwight Street, Holyoke.*

ARTHUR P. McCORMICK, *503 Bay State Building, Lawrence.*

JAMES H. CARMICHAEL, *Central Street, Lowell.*

WILLIAM H. MURPHY, *Corey Building, Marlborough.*

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OSCAR S. READ, *190 North Street, Pittsfield.*

GEORGE H. HUGHES, *Court Square Theatre Building, Springfield.*

HOWARD A. BRIGGS, *care of City Treasurer, Taunton.*

MRS. MARY L. CONNOR, *City Hall, Worcester.*

LABOR SERVICE.

THE COMMONWEALTH¹ AND THE CITY OF BOSTON.

Registrar of Labor.

WILLIAM H. HAWLEY, *Labor Office, Room 16, State House, Boston.*

CITY OF CAMBRIDGE.

HARRY L. LINCOLN, *Registration Clerk. Labor Office, City Hall, Cambridge.*

CITY OF EVERETT.

WALTER H. NICHOLS, *Registration Clerk. Labor Office, 443 Broadway, Everett.*

CITY OF FALL RIVER.

CHARLES McL. HADLEY, *Registration Clerk. Labor Office, 8 Bennett Building, Fall River.*

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JAMES H. GUILFOYLE, *Registration Clerk. Labor Office, City Hall, Fitchburg.*

CITY OF LOWELL.

PATRICK J. REYNOLDS, *Registration Clerk. Labor Office, City Hall, Lowell.*

CITY OF NEW BEDFORD.

WILLIAM J. CARTER, *Registration Clerk. Labor Office, Municipal Building, New Bedford.*

CITY OF NEWTON.

THOMAS F. EDDY, *Registration Clerk. Labor Office, City Hall, Newton.*

CITY OF SOMERVILLE.

FORREST D. COOK, *Registration Clerk. Labor Office, City Hall, Somerville.*

¹ Includes laborers employed by Metropolitan Water and Sewerage Board, Metropolitan Park Commission and Boston Transit Commission.

CITY OF WORCESTER.

MARY L. CONNOR, *Registration Clerk. Labor Office, Room 7A,
City Hall, Worcester.*

EXAMINERS.

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ALLEN, R. HAROLD	DAVIS, MICHAEL
BAKER, ALVAH S.	DAY, HILBERT F., M.D.
BANGS, OUTRAM	DEVINE, WILLIAM H., M.D.
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BRITTON, W. E., Ph.D.	DONOVAN, Judge JOSEPH E.
BROWN, H. K.	DOTEN, Prof. CARROLL W.
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CAMP, JOHN W.	EVELETH, CHARLES F.
CANNON, MISS IDA	FALLON, THOMAS F.
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CARSTENS, CARL	FISHER, MYRON C.
CASSIDY, P. J.	FLETCHER, ELMER T.
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COLLINS, JOHN J.	GAMMON, IRVING P.
CONNORS, JOHN C.	GILL, Prof. AUGUSTUS H.
CONNOR, LORENZO L.	GOODE, THOMAS F.
CONWAY, JOHN W.	GRIFFIN, JOHN F.
COOK, F. W.	GRUEBY, GEORGE H.
CRAIG, DAVID	HANSON, WILLIAM C., M.D.
CRONON, PATRICK J.	HARDY, WILLIAM H.
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HASTINGS, L. M.
HATCH, B. B.
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HEWINS, Miss KATHARINE P.
HIXON, ALFRED J.
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HOLM, HERBERT D.
HOWARD, FRANK W.
JORDAN, Prof. JAMES O.
JORDAN, THOMAS
KELLEY, EDWARD C.
KENERSON, Prof. WILLIAM H.
KENNEY, W. F.
KIMBALL, FRED W.
LAVENDER, ROBERT M.
LEARY, LEO
LEARY, TIMOTHY, M.D.
LEGG, ARTHUR T., M.D.
LOGUE, CHARLES
LONG, WILLIAM P.
LOW, JOSEPH F.
MACAUSLAND, WILLIAM R., M.D.
MACDONALD, J. W. F.
MAHAN, FRANK
MALONEY, THOMAS E., M.D.
MARNELL, WILLIAM H.
MARVIN, Prof. H. H.
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MOORE, JOSEPH A.
MURPHY, J. PRENTISS
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NORTH, FRANCIS P.
NOURSE, HENRY M.
O'CONNOR, FRANK A.
O'CONNOR, JOSEPH W., M.D.
O'DONNELL, JOHN J., Jr., M.D.
O'HEARN, M. J.
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PLAISTED, ARTHUR I.
PORTER, HENRY S.
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RABLIN, JOHN R.
RAYMOND, CARL A.
REGAN, WILLIAM S., Ph.D.
REILLY, PHILIP J.
RICHARDSON, Dr. ANNA
RIDDLE, Miss MARY M.
RILEY, Prof. JOSEPH C.
ROSENAU, Prof. MILTON J.
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RUSSELL, Prof. GEORGE E.
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SHERMAN, CHARLES W.
SHUGRUE, Prof. M. J.
SIMPSON, Prof. FRANK L.
SPALDING, W. F.
STONE, Judge A. P.
SULLIVAN, CHARLES B., M.D.
SULLIVAN, DENNIS J.
SULLIVAN, TIMOTHY V.
SWEETLAND, RALPH
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UNTERSEE, F. JOSEPH
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WALSH, JAMES
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WILLING, JAMES
WILSON, THOMAS M.
WOODMAN, Prof. A. G.
WOODS, Miss HELEN A.
WORCESTER, J. R.

The Commonwealth of Massachusetts.

To the Honorable Senate and House of Representatives in General Court assembled.

In accordance with the provisions of section 5, chapter 19 of the Revised Laws, we hereby submit the thirty-fourth annual report of the Civil Service Commission, covering a period from Oct. 1, 1916, to Sept. 30, 1917, inclusive.

At the expiration of the term of office of Commissioner John J. Hogan in June, Mr. Courtenay Crocker was appointed to fill the vacancy. He entered upon the duties of his office July 1, 1917.

On July 17, 1917, Mr. Elmer L. Curtiss was designated by the Governor as chairman.

Mr. Warren P. Dudley, secretary of the Commission since 1884, when the civil service law was enacted, died on June 27, 1917. The Commission has caused the following resolution to be spread upon its records: —

Resolved, That in the death of Warren Preston Dudley of Belmont the Massachusetts Civil Service Commission has lost an able and efficient official. Mr. Dudley became secretary of the Commission in 1884, when the civil service system was adopted in Massachusetts, and served continuously until his death on June 27, 1917. One of those interested in the passage of the law, he was chosen secretary by the first commission. He entered upon his task when the merit system was new and in its infancy, and he left it when the system was well established, covering by its protection thousands of public officers and employees.

His jovial and good-natured disposition endeared him to all those associated with him, and his broad mind and keen judgment, together with his sympathetic nature, enabled him to give advice and counsel to all those who sought it.

The Massachusetts Civil Service Commission desires to place on its records its great regard for Mr. Dudley as a man, and its appreciation of his long and efficient work in the public service. Well may his career of usefulness and great accomplishment serve as an inspiration to others.

On Aug. 16, 1917, the Commission appointed Mr. John C. Gilbert of Winchester as secretary of the Commission. Mr. Gilbert has been in the employ of the Commission for twenty-two years, the last ten of which he was registrar of labor.

REORGANIZATION OF DEPARTMENT.

Under the authority given by chapter 297 of the General Acts of 1916 the Commission on Sept. 20, 1917, reorganized its department. The work of the Commission was divided for convenience of administration into the following bureaus: (a) executive bureau; (b) labor bureau; (c) pay-roll inspection bureau; (d) examination bureau; and (e) efficiency bureau. The secretary of the Commission was given general supervision of the executive, labor and pay-roll bureaus, and the chief examiner, general supervision of the examination and efficiency bureaus. Mr. Dennis A. Dooley was designated as deputy examiner, Mr. Franz Karbaum as chief pay-roll inspector, Mr. William H. Hawley as registrar of labor. Mr. Herbert H. Edwards as assistant secretary, and Mr. Harry B. Mendelsohn as first clerk.

The Commission by this reorganization hopes to so systematize its work as to bring about a high degree of efficiency, enabling it to accomplish its ever-increasing duties in a most thorough and satisfactory manner.

PAY-ROLL INSPECTION.

An important and necessary work of the Commission is the inspection of pay rolls, and the Commission in the creation of the pay roll inspection bureau, consisting of a chief pay-roll inspector, a Boston pay-roll inspector and three clerks, has endeavored to provide for a more frequent and thorough inspection of pay rolls of the Commonwealth and its cities and towns. The system of pay-rolls certification now in effect in the city of Boston under the provisions of chapter 210 of the Acts of 1908 should be extended to the departments of the Commonwealth and its cities and towns, and the Commission has recommended to the incoming Legislature a bill to provide for this.

EXAMINATIONS IN "LOCAL CENTERS."

In the past, applicants for examinations for State service have been notified to appear for examination in Boston. The Commission has realized that this worked a hardship on those applicants who lived at a considerable distance from Boston, and has made plans to hold examinations for State service simultaneously in the following "local centers:" North Adams, Springfield, Pittsfield, Worcester, Fitchburg, Haverhill, Lowell, Fall River, Taunton and Boston.

VERIFICATION OF EXPERIENCE.

Realizing the value of verifying the statements of experience submitted by applicants for examination, the Commission in April began sending out confidential letters of inquiry to schools, colleges and employers. The plan has worked well and has been of material assistance to the Commission in its work.

CO-OPERATION WITH BUSINESS SCHOOLS.

The stenographic examinations have been troublesome because of the equipment and space required. The school committees in examining centers generously offered their equipment and classrooms to the Commonwealth for the purpose of these examinations. By availing itself of these offers the Commission was enabled to hold the stenographic examinations simultaneously at a saving of time and money to the Commonwealth and to the applicants. The public spirit shown by the school committees and private schools deserves commendation.

CO-OPERATION WITH THE BUREAU OF UNIVERSITY EXTENSION.

The Bureau of University Extension has co-operated with this Commission in planning courses that will be of service to those taking a civil service examination.

NEW POLICE MANUAL.

A new and enlarged police manual has been issued this past year for use of applicants intending to take the qualifying examination to the various police forces and for promotion within the service.

DEMANDS CAUSED BY THE WAR.

The demands caused by the present war have influenced the work of the Commission materially. Clerks, stenographers and civil engineers especially have been taken from the various departments in State and city service, and as a result there is a constant call for candidates to fill the vacancies. As the call of the United States government has not been limited to those in official service, the material from which the Commission usually makes its lists has been reduced. The problem of keeping up eligible lists of good candidates promises to be a serious one. The Commission feels that there should be no lowering of standards, but it is convinced that some temporary arrangement must be made to supply the departments with a working force to tide over the duration of the war. The police and fire departments have drawn men of age for military service. It may be necessary to readjust age limitations and physical requirements to include men of an age beyond that now allowed by the rules.

MUNICIPAL APPOINTMENTS.

Under the provisions of section 10 of chapter 486 of the Acts of 1909 the Commission has made a careful inquiry into the qualifications of 33 appointees of the mayor of Boston as heads of departments or members of municipal boards, and has certified that 30 of such appointees were qualified by education, training or experience for the offices to which they were appointed, and has approved the appointments. Three of the appointees were not certified to by the Commission.

The Commission believes that the appointment of heads of departments and members of municipal boards in Boston should be put under the Civil Service Rules, thus securing the benefit of having such positions filled by the men found to be best qualified, and also relieving the Commission from its present duty of passing upon the mayor's appointments, — a duty which is foreign to the established principles of civil service and which tends to embarrass the Commission in its regular work. It has recommended to the incoming Legislature a bill to amend the law in this respect.

ADDITIONAL OFFICE ROOM.

The Commission is pleased to state that during the year it has been granted two additional office rooms, and while its quarters are still inadequate to properly care for its office force, the additional rooms have somewhat relieved the overcrowded condition under which it has been obliged to conduct its business during the past ten years. The examination bureau is even now confined to one room, in which are the chief examiner, the deputy examiner and five clerks and stenographers. An additional room should be assigned to this bureau.

SERVICE RECORDS.

The Commission is considering regulations for the keeping of service records of employees by the different departments of the Commonwealth and its cities and towns. It is the intention of the Commission to provide that these service records shall be made use of —

(a) In determining the standing of candidates in promotion examinations.

(b) In determining when to recommend to the head of a department that an employee be discharged on the ground that his or her work falls below the required standard.

(c) In determining the relative efficiency of employees as a basis for laying off, reinstating or changing the salary of any employee, or for any other purpose.

REVISED RULES.

The revised Civil Service Rules, which were prepared by the Commission in accordance with the provisions of chapter 297 of the General Acts of 1916, were submitted to the Governor and Council on Feb. 1, 1917, and at the date of this report are still in the hands of the Council.

MEETINGS OF THE COMMISSION.

In pursuance of the custom adopted in 1910 the Commission during the year has held meetings in Chicopee, Clinton, Easthampton, Great Barrington, Holyoke, Marlborough,

North Adams, Northampton, Springfield, Westfield, West Springfield and Worcester. The mayors, selectmen and heads of departments have met the Commission for conference upon local needs and conditions. The Commission feels that much good has and will come from these meetings, because they have brought about a better understanding of the workings of the civil service law and rules, and have done much to eliminate any friction which may have existed.

Chairman Curtiss has addressed meetings on four different occasions in the city of Boston, once in the cities of Newton and Worcester and the town of Dedham. Commissioner Shepard has addressed meetings on two different occasions in Boston and once in the city of Lynn.

NATIONAL ASSEMBLY.

The tenth annual meeting of the National Assembly of Civil Service Commissions was held in Boston June 13, 14 and 15, 1917. The assembly was attended by representatives from the following commissions: St. Louis, Chicago, St. Paul, New York State, New York City, Detroit, Rochester, Connecticut State, Illinois State, New Jersey State, Yonkers, California State, Fulton, Cook County, Evanston, Philadelphia, Minneapolis, Colorado, Wisconsin State, Milwaukee, Syracuse, Georgia, the Civil Service Commission of Canada and the United States Civil Service Commission. The delegates were tendered a reception by His Excellency Governor McCall at the State House on the morning of the 13th, the Governor eloquently encouraging them to continue in their efforts to solve the problems with which they are confronted by the world war.

The delegates appointed a committee to offer to the United States Civil Service Commission hearty co-operation in the great problems which the condition of war has set before it. The delegates discussed this whole problem at length, and also took up other questions of importance, such as efficiency records and ratings and their use, advancement in the public service, and the standard law.

The Commission's physical inspector, Dr. Andrew F. Downing, presented an interesting exhibition of the strength

tests employed in examining candidates for fire and police service. The men who took part in the exhibition were assigned by Police Commissioner Stephen O'Meara, and the use of the Y. M. C. A. gymnasium was generously granted for the purpose.

An informal reception was tendered the delegates by President Lowell of Harvard, after which student guides conducted the visitors about the grounds and buildings of the university.

The assembly elected Harvey N. Shepard, Esq., of the Massachusetts Commission to the office of president for the year 1917-18. On the evening of the last day of the assembly a banquet was tendered to the visiting delegates and their wives, presided over by President-Elect Shepard, and attended by representatives of His Excellency the Governor, his honor the mayor, by President-Emeritus Eliot of Harvard, President Charles J. Lyons, S.J., of Boston College, President Murlin of Boston University and President Bumpus of Tufts College.

LABOR SERVICE.

On the recommendation of the registrar of labor and the consent of the Boston Transit Commission, on July 2, 1917, the labor regulations were amended, and after that date all applicants for the labor service of the Boston Transit Commission were required to pass a physical examination before registration.

On Aug. 28, 1917, at the request of the mayor of Cambridge, the physical examination was applied to the labor service of that city.

OPINIONS OF THE ATTORNEY-GENERAL.

At the request of the Commission the Attorney-General has rendered during the year the following opinions: —

*Transfer of an Officer of the House of Correction, Deer Island,
to the State Prison.*

DEC. 11, 1916.

Questions. — 1. Do the provisions of section 3 of chapter 223 of the Revised Laws, which is that "in certifying the names of persons eligible to appointment as assistant watchmen, the civil service commissioners shall certify the names of persons who are over the age of twenty-five and under the age of forty years," apply to a transfer, under the provisions of Revised Laws, chapter 225, section 10?

2. Can an officer in the House of Correction over the age of forty years, who, at the time of his original appointment in the house of correction, was less than forty years of age, be transferred from said institution to the State Prison, in accordance with the provisions of Revised Laws, chapter 225, section 10?

Opinion of the Attorney-General. — It is apparent that the limitation as to age contained in the last section of Revised Laws, chapter 223, paragraph 3, applies only to assistant watchmen and not to the other officers, from the fact that this sentence in St. 1899, c. 245, dealt solely with the appointment of assistant watchmen at the State Prison. Accordingly, the answer to the first question must be in the negative (since R. L. c. 225, paragraph 10, by its terms applies only to watchmen), and the answer to the second question must be in the affirmative.

Chief of Police of the City of Leominster.

MARCH 21, 1917.

Question. — Leominster, as a town, accepted chapter 468 of the Acts of 1911, placing the chief of police of the town under civil service. Now that the town of Leominster has become a city, is its chief of police under civil service?

Opinion of the Attorney-General. — The application of St. 1911, c. 468, was limited to towns which accepted R. L. c. 19 as a whole, under the provision of section 36, and this condition is not satisfied by a town accepting section 37 relating *only* to fire and police forces. The attempted acceptance, therefore, of St. 1911, c. 468, did not place the chief of police of the town of Leominster within the classified civil service. In this view of the matter it is unnecessary to answer the specific question submitted.

Inspector of Buildings in City of Haverhill.

MAY 4, 1917.

Question. — Is the position of inspector of buildings of the city of Haverhill within the civil service classification?

Opinion of the Attorney-General. — Under the provisions of St. 1913, c. 655, sect. 4, the superintendent of public buildings in a city is the

inspector of buildings, unless some other city officer is designated to act as such by the mayor and aldermen. (*Anerige v. Saugus*, 208 Mass. 51.) Manifestly, the provisions of the statute are such that the laws relating to civil service can have no application thereto. There is nothing in the statute that indicates that the mayor and aldermen — in the designation of a city officer to be inspector of buildings — are restricted to those city officers appointed under the provisions of the Civil Service Rules. Accordingly, I advise you that the inspector of buildings of a city is not subject to the laws relating to civil service.

Commissioner of Labor and Deputy Commissioners of Labor, created by Sections 2 and 7 of Chapter 726, Acts of 1912.

AUG. 8, 1917.

Question. — Are the positions of commissioner of labor and deputy commissioners of labor, created by sections 2 and 7 of chapter 726 of the Acts of 1912, subject to civil service?

Opinion of the Attorney-General. — In view of the express provisions for removal, no limitations to the power therein referred to being made, and in view of the express provisions as to what positions are to be governed by the laws relating to the civil service, it was the intent of the Legislature that the positions of commissioner of labor and deputy commissioners should not be controlled by the provisions of law relating to the civil service.

Chief of Police of Cambridge.

SEPT. 15, 1917.

Question. — The city of Cambridge having accepted the provisions of chapter 468, Acts of 1911, classifying its chief of police under civil service, does its later action in passing an ordinance making that officer the head of a principal department and subject to confirmation by the city council take the position outside of civil service, in view of section 9, chapter 19, Revised Laws, exempting heads of principal departments, and officers subject to confirmation by a city council?

Opinion of the Attorney-General. — At the time of the passage of St. 1911, c. 468, chiefs of police in some cities were subject to confirmation by the city council. All such were included in the general language of St. 1911, c. 468, and there is no more reason for exempting from the operation of that statute chiefs whose offices may have been created or made subject to confirmation after the passage of that act than those already so situated. The same reasoning applies equally to the argument based on the contention that the incumbent is the head of a principal department. The exemption of both classes arises only because of the provisions of R. L. c. 19, sect. 9, and as the law now stands none of the exceptions therein made apply to members of police departments.

LEGISLATION.

During the legislative session of 1917 the following enactments were passed which have to do with civil service:—

Special Acts of 1917, chapter 268, "An Act to place the janitors of the public schools of the town of Arlington under the civil service laws."

Special Acts of 1917, chapter 271, "An Act to extend the civil service laws to the chief of the Gloucester fire department."

Special Acts of 1917, chapter 278, "An Act to place the chief of the fire department of the city of Holyoke under the civil service laws."

Special Acts of 1917, chapter 312, "An Act to subject caretakers of the public comfort station in the city of Lawrence to the civil service laws."

Special Acts of 1917, chapter 288, "An Act to extend the provisions of the civil service laws to the city marshal of the city of Lawrence."

Special Acts of 1917, chapter 11, "An Act to extend the civil service laws to certain employees of the town of Natick."

Special Acts of 1917, chapter 272, "An Act to place the chief of the fire department of the city of New Bedford and certain engineers under the civil service laws."

Special Acts of 1917, chapter 255, "An Act to extend the provisions of the civil service laws to the position of caretaker of public playgrounds in the city of Springfield."

Special Acts of 1917, chapter 256, "An Act to extend the provisions of the civil service laws to the position of sanitary custodian in the city of Springfield."

RECOMMENDATIONS.

The Commission respectfully makes the following recommendations:—

First.—That the civil service law be extended to include employees in any county of the Commonwealth when accepted by the voters therein at a State election.

Second.—That the heads of all departments of the Commonwealth, the counties, the cities other than Boston (which is already covered), and the towns be required to submit to the Commission, upon request, lists of all employees, and that in departments where lists are requested the payment of any compensation to an employee shall be illegal until the Commission has certified that such employee is properly employed under the civil service law, or is not subject to such law.

Third. — That the appointment of heads of departments and members of municipal boards be put under the Civil Service Rules, thus securing the benefits of having such positions filled by the men found to be best qualified, and also relieving the Commission from its present duty of passing upon the mayor's appointments, — a duty which is foreign to the established principles of civil service, and which tends to embarrass the Commission in its regular work.

Fourth. — If the law is not changed as suggested in the third paragraph, that the Acts of 1909, chapter 486, section 12, be amended so as to make it impossible for a head of a department who is reappointed to continue to fill the position and draw the salary after the Civil Service Commission has failed to file with the city clerk the certificate required under section 10.

Fifth. — That chapter 605 of the Acts of the year 1914, establishing grades for salaries of clerks and stenographers employed in the departments of the Commonwealth, be amended so as to be clear and workable, and so as to provide that increases of pay shall depend on the record of service of the employees.

ELMER L. CURTISS,
HARVEY N. SHEPARD,
COURTENAY CROCKER,

Civil Service Commissioners.

APPENDIX.

APPENDIX.

OFFICIAL SERVICE.

COMMONWEALTH SERVICE.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Com- petitive.	Non-com- petitive.		Males.	Females.	Males.	Females.	Males.	Females.
2	Secretary,	1	2	24	20	-	6	-	2	1
3	Clerks,	1	3	843	250	452	140	356	34	193
3	Clerical promotion, .	-	2	2	1	1	1	1	1	1
4	Bookkeepers,	-	-	-	-	-	-	-	2	1
5	Storekeepers,	-	-	-	-	-	-	-	1	-
6	Inspector of weights and measures.	-	1	1	1	-	1	-	1	-
7	Visitors,	-	-	-	-	-	-	-	4	4
8	Stewards,	1	1	51	45	-	21	-	-	-
8	Agents,	-	-	-	-	-	-	-	10	-
8	Publicity representative,	-	1	1	1	-	1	-	1	-
9	Stenographers,	1	-	337	28	309	17	209	8	233
11	Nursery inspectors, .	1	-	32	26	-	18	-	12	-
11	Investigators and exam- iners.	-	-	-	-	-	-	-	3	-
11	Health inspectors, . .	1	-	25	12	7	8	3	-	-
11	Industrial health inspec- tors.	-	-	-	-	-	-	-	3	-
11	Industrial inspectors, .	1	-	175	126	28	34	17	1	2
11	Food and drug inspectors,	1	-	44	31	-	15	-	-	-
11	Industrial inspectors (sup- plementary).	1	-	6	3	-	3	-	-	-
12	Health instructors, . .	1	-	26	-	24	-	10	-	3
13	Detectives (District Police).	-	-	-	-	-	-	-	1	-
16	Metropolitan park police,	1	-	143	107	-	57	-	17	-

BOSTON SERVICE — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Com-petitive.	Non-com-petitive.		Males.	Females.	Males.	Females.	Males.	Females.
11	Metal inspectors, . .	1	-	10	9	-	5	-	1	-
11	Sanitary inspectors, .	1	1	69	57	-	46	-	2	-
11	Wire inspectors, . .	1	-	40	33	-	19	-	5	-
12	Instructors, . . .	-	-	-	-	-	-	-	1	-
14	Policemen, . . .	1	-	313	270	-	143	-	85	-
14	Police promotion, . .	-	3	3	3	-	3	-	16	-
17	Prison watchmen, . .	1	-	18	15	-	13	-	6	-
19	Attendance officers, .	1	-	72	33	21	23	15	8	-
20	Firemen,	1	-	175	114	-	54	-	40	-
20	Firemen; supplementary examination in telegraphy.	2	-	25	10	-	5	-	-	-
20	Fire promotion, . .	1	-	345	330	-	303	-	23	-
22	Foremen and inspectors,	2	9	90	74	-	36	-	16	-
24	Janitors,	1	-	69	64	-	57	-	26	-
25	Drawtenders and assistants.	1	-	62	48	-	22	-	17	-
26	Engineers,	1	-	11	8	-	7	-	5	-
27	Civil engineering, . .	1	2	26	20	-	10	-	5	-
27	Civil engineering promotion.	-	2	2	2	-	1	-	-	-
28	Draftsmen, heating and ventilating.	1	-	9	8	-	1	-	2	-
29	Electricians, . . .	1	1	25	17	-	2	-	1	-
32	School physicians, . .	-	-	-	-	-	-	-	9	-
34	Chemist, asphalt, . .	1	-	6	4	-	2	-	-	-
		25	50	1,687	1,289	122	825	81	324	20

CITIES OTHER THAN BOSTON, AND TOWNS.

15	<i>Arlington.</i> Policemen,	1	-	7	7	-	7	-	7	-
15	<i>Attleboro.</i> Policemen,	1	-	4	3	-	-	-	-	-
15	Police promotion, . .	1	-	2	2	-	1	-	1	-
21	Firemen,	1	-	4	2	-	1	-	1	-
24	Janitors,	1	-	2	1	-	1	-	1	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.
15	<i>Belmont.</i> Policemen, . . .	1	-	4	4	-	4	-	-	-
15	Police promotion, . . .	-	1	1	1	-	1	-	1	-
8	<i>Beverly.</i> Agents, . . .	-	1	1	1	-	1	-	1	-
11	Water inspectors, . . .	1	-	5	4	-	2	-	-	-
15	Policemen, . . .	1	-	11	11	-	6	-	7	-
21	Firemen, . . .	-	-	-	-	-	-	-	2	-
26	Engineers, . . .	-	-	-	-	-	-	-	1	-
15	<i>Billerica.</i> Policemen, . . .	-	-	-	-	-	-	-	3	-
3	<i>Brockton.</i> Clerks, . . .	1	-	10	1	8	-	6	-	2
11	Plumbing inspectors, . . .	1	-	14	13	-	5	-	1	-
11	Water inspectors, . . .	1	-	6	5	-	2	-	3	-
15	Policemen, . . .	1	-	15	15	-	8	-	10	-
15	Police promotion, . . .	2	1	31	31	-	27	-	3	-
21	Firemen, . . .	1	-	20	12	-	9	-	4	-
21	Fire promotion, . . .	1	-	19	19	-	17	-	1	-
24	Janitors, . . .	1	-	9	7	-	4	-	2	-
26	Engineers, . . .	1	-	1	1	-	1	-	-	-
32	Physicians, . . .	1	-	4	4	-	3	-	2	-
3	<i>Brookline.</i> Clerks, . . .	1	-	2	1	-	1	-	-	-
9	Stenographers, . . .	-	-	-	-	-	-	-	1	-
15	Policemen, . . .	1	-	11	11	-	6	-	13	-
21	Firemen, . . .	1	-	9	8	-	7	-	4	-
21	Fire promotion, . . .	-	-	-	-	-	-	-	4	-
1	<i>Cambridge.</i> Superintendents, . . .	1	-	5	5	-	4	-	-	-
3	Clerks, . . .	1	-	17	3	10	3	9	-	15
9	Stenographers, . . .	-	-	-	-	-	-	-	-	4
11	Building inspectors, . . .	1	-	6	5	-	5	-	-	-
15	Policemen, . . .	1	-	14	12	-	5	-	1	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.
15	<i>Cambridge</i> —Con. Police promotion, . . .	1	-	67	65	-	46	-	8	-
21	Firemen,	1	-	9	6	-	4	-	1	-
21	Fire promotion, . . .	-	-	-	-	-	-	-	4	-
22	Foremen,	1	-	5	5	-	4	-	-	-
24	Janitors,	1	-	9	8	-	8	-	7	-
25	Drawtenders,	1	-	9	8	-	6	-	6	-
26	Engineers,	1	-	2	2	-	2	-	1	-
3	<i>Chelsea.</i> Clerks,	1	-	3	-	2	-	2	-	1
9	Stenographers, . . .	-	-	-	-	-	-	-	-	1
11	Plumbing inspectors, .	-	-	-	-	-	-	-	1	-
15	Policemen,	1	-	7	5	-	2	-	4	-
21	Firemen,	1	-	9	9	-	5	-	3	-
24	Janitors,	1	-	5	5	-	5	-	1	-
3	<i>Chicopee.</i> Clerks,	1	-	17	-	17	-	13	-	4
9	Stenographers, . . .	1	-	2	1	1	1	-	-	-
11	Water inspectors, . . .	1	-	2	2	-	1	-	1	-
15	Policemen,	1	-	5	5	-	3	-	2	-
15	<i>Danvers.</i> Policemen,	-	-	-	-	-	-	-	1	-
15	<i>Dedham.</i> Policemen,	1	-	2	2	-	2	-	-	-
1	<i>Everett.</i> Superintendents, . . .	-	1	1	1	-	1	-	1	-
3	Clerks,	1	-	1	-	1	-	1	-	1
15	Policemen,	-	-	-	-	-	-	-	6	-
15	Police promotion, . . .	2	2	26	25	-	25	-	2	-
21	Firemen,	1	-	6	4	-	2	-	4	-
21	Fire promotion, . . .	-	1	1	1	-	-	-	-	-
22	Foremen,	1	-	1	1	-	1	-	1	-
24	Janitors,	1	-	2	2	-	2	-	1	-
27	Civil engineers, . . .	-	1	1	1	-	-	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Com- petitive.	Non-com- petitive.		Males.	Females.	Males.	Females.	Males.	Females.
	<i>Fall River.</i>									
3	Clerks,	1	-	139	28	104	16	77	1	5
6	Sealers of weights and measures.	1	-	16	15	-	6	-	1	-
9	Stenographers, . . .	1	-	28	5	20	2	13	4	-
11	Water inspectors, . .	1	-	16	14	-	5	-	2	-
11	Wire inspectors, . . .	-	-	-	-	-	-	-	1	-
15	Policemen,	1	-	65	60	-	29	-	7	-
15	Police promotion, . .	1	1	37	36	-	35	-	6	-
21	Firemen,	1	-	17	13	-	8	-	15	-
21	Fire promotion, . . .	-	-	-	-	-	-	-	3	-
22	Foremen,	1	-	5	5	-	4	-	1	-
24	Janitors,	1	-	32	30	-	28	-	10	-
26	Engineers,	1	-	1	1	-	1	-	-	-
27	Civil engineers, . . .	1	-	4	3	-	2	-	-	-
35	Nurses,	-	-	-	-	-	-	-	-	1
	<i>Fitchburg.</i>									
3	Clerks,	1	-	5	1	4	-	3	-	1
8	Agents,	1	-	6	5	-	3	-	1	-
9	Stenographers, . . .	1	-	4	-	3	-	1	-	-
15	Policemen,	2	-	13	12	-	8	-	8	-
15	Police promotion, . .	1	-	7	7	-	5	-	2	-
21	Firemen,	1	-	20	20	-	11	-	8	-
21	Fire promotion, . . .	1	-	12	12	-	9	-	2	-
22	Foremen,	1	-	5	4	-	3	-	1	-
24	Janitors,	1	-	5	5	-	5	-	2	-
	<i>Framingham.</i>									
21	Firemen,	1	-	9	8	-	3	-	1	-
	<i>Gloucester.</i>									
3	Clerks,	1	-	3	3	-	1	-	-	1
15	Policemen,	1	-	7	6	-	3	-	5	-
21	Firemen,	1	-	4	3	-	2	-	5	-
22	Foremen,	1	-	1	1	-	1	-	-	-
24	Janitors,	1	-	6	5	-	3	-	2	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	
Haverhill.											
3	Clerks,	1	-	13	7	1	5	1	-	1	
9	Stenographers, . . .	1	-	1	1	-	1	-	-	-	
11	Water inspectors, . . .	1	-	1	1	-	-	-	-	-	
11	Electrical inspectors, . .	-	1	1	1	-	1	-	1	-	
15	Policemen,	2	-	26	23	-	11	-	4	-	
15	Police promotion, . . .	1	1	13	13	-	13	-	8	-	
21	Firemen,	1	-	7	6	-	5	-	8	-	
21	Fire promotion, . . .	1	-	3	3	-	3	-	7	-	
24	Janitors,	1	-	3	2	-	2	-	2	-	
26	Engineers,	1	-	1	1	-	1	-	-	-	
Holyoke.											
3	Clerks,	1	-	8	1	5	-	4	1	3	
3	Clerical promotion, . .	-	1	1	-	1	-	-	-	-	
4	Bookkeepers,	-	-	-	-	-	-	-	1	-	
9	Stenographers,	1	-	24	-	21	-	16	-	3	
11	Gas inspectors,	-	-	-	-	-	-	-	1	-	
11	Water inspectors,	-	-	-	-	-	-	-	2	-	
15	Policemen,	1	-	9	6	-	6	-	14	-	
15	Police promotion,	-	1	1	1	-	1	-	1	-	
15	Policewoman,	-	1	1	-	1	-	1	-	1	
21	Firemen,	1	-	9	5	-	4	-	11	-	
24	Janitors,	1	-	3	1	-	1	-	6	-	
26	Engineers,	-	-	-	-	-	-	-	1	-	
Lawrence.											
1	Superintendents,	-	1	1	1	-	1	-	1	-	
3	Clerks,	1	-	46	20	2	4	1	-	-	
9	Stenographers,	1	-	6	-	5	-	4	-	-	
11	Health inspectors,	-	-	-	-	-	-	-	1	-	
11	Water inspectors,	1	-	12	4	-	2	-	-	-	
15	Policemen,	1	-	12	11	-	8	-	18	-	
21	Firemen,	1	-	7	7	-	5	-	1	-	

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Com- petitive.	Non-com- petitive.		Males.	Females.	Males.	Females.	Males.	Females.
22	<i>Lawrence</i> — Con. Foremen,	1	-	7	4	-	3	-	-	-
24	Janitors,	1	-	3	3	-	2	-	-	-
3	<i>Leominster.</i> Clerks,	1	-	8	1	7	-	2	-	2
15	Policemen,	1	-	6	5	-	3	-	1	-
15	Police promotion,	-	1	1	1	-	1	-	1	-
24	Janitors,	1	-	9	5	-	5	-	1	-
3	<i>Lowell.</i> Clerks,	1	-	29	7	11	6	8	3	9
9	Stenographers,	1	-	23	4	16	2	9	-	-
11	Water inspectors,	1	-	7	6	-	5	-	-	-
15	Policemen,	1	-	22	17	-	8	-	9	-
21	Firemen,	1	-	12	10	-	2	-	16	-
21	Fire promotion,	-	-	-	-	-	-	-	7	-
22	Foremen,	1	-	2	2	-	1	-	2	-
24	Janitors,	1	-	18	17	-	14	-	4	-
32	Physicians,	-	-	-	-	-	-	-	2	-
35	Nurses,	-	-	-	-	-	-	-	-	1
3	<i>Lynn.</i> Clerks,	1	-	13	1	10	-	9	-	6
5	Storekeepers,	-	-	-	-	-	-	-	1	-
6	Sealer of weights and measures.	-	-	-	-	-	-	-	1	-
9	Stenographers,	-	-	-	-	-	-	-	-	1
11	Water inspectors,	-	-	-	-	-	-	-	1	-
15	Policemen,	1	-	29	25	-	20	-	10	-
15	Police promotion,	-	-	-	-	-	-	-	2	-
21	Firemen,	1	-	2	2	-	2	-	6	-
21	Fire promotion,	-	-	-	-	-	-	-	5	-
22	Foremen,	1	-	6	6	-	3	-	-	-
24	Custodians,	-	1	1	1	-	1	-	-	-
24	Janitors,	1	-	12	11	-	8	-	2	-
35	Nurses,	1	-	4	-	1	-	1	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Com- petitive.	Non-com- petitive.		Males.	Females.	Males.	Females.	Males.	Females.
3	<i>Malden.</i> Clerks,	1	-	12	6	4	3	3	-	1
15	Policemen,	1	-	4	2	-	2	-	4	-
15	Police promotion,	-	-	-	-	-	-	-	1	-
19	Attendance officers,	1	-	5	3	-	2	-	1	-
21	Firemen,	1	-	12	12	-	10	-	4	-
21	Fire promotion,	1	1	7	7	-	6	-	1	-
24	Janitors,	1	-	4	3	-	2	-	1	-
26	Engineers,	1	-	1	1	-	1	-	-	-
21	<i>Marlborough.</i> Firemen,	-	-	-	-	-	-	-	1	-
1	<i>Medford.</i> Superintendents,	1	-	8	6	-	4	-	-	-
3	Clerks,	1	-	3	-	3	-	3	-	2
15	Policemen,	1	-	8	6	-	5	-	3	-
15	Police promotion,	-	1	1	1	-	1	-	3	-
21	Firemen,	1	-	7	7	-	5	-	4	-
21	Fire promotion,	1	-	9	9	-	8	-	3	-
22	Foremen,	1	-	4	4	-	3	-	1	-
24	Janitors,	1	-	2	2	-	2	-	1	-
3	<i>Melrose.</i> Clerks,	-	-	-	-	-	-	-	-	1
21	Firemen,	1	-	2	1	-	-	-	-	-
21	Fire promotion,	-	1	1	1	-	1	-	-	-
24	Janitors,	1	-	3	3	-	2	-	1	-
15	<i>Milton.</i> Policemen,	1	-	2	2	-	-	-	2	-
21	Firemen,	1	-	1	1	-	-	-	-	-
15	<i>Nahant.</i> Policemen,	1	-	4	4	-	4	-	1	-
3	<i>New Bedford.</i> Clerks,	1	-	41	10	24	6	20	1	3
9	Stenographers,	1	-	31	4	25	3	14	1	2
11	Water inspectors,	1	-	16	13	-	4	-	1	-

CITIES OTHER THAN BOSTON, AND TOWNS—*Continued.*

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CITIES OTHER THAN BOSTON, AND TOWNS—*Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.
	<i>Pittsfield—Con.</i>									
22	Foremen,	1	-	2	1	-	1	-	1	-
24	Janitors,	1	-	2	1	-	-	-	2	-
26	Engineers,	-	1	1	1	-	-	-	1	-
	<i>Quincy.</i>									
3	Clerks,	1	-	2	-	1	-	1	-	-
11	Sanitary inspectors, .	1	-	5	4	-	2	-	1	-
15	Policemen,	1	-	19	17	-	9	-	14	-
21	Firemen,	1	-	4	4	-	4	-	14	-
22	Foremen,	1	-	4	4	-	3	-	3	-
24	Janitors,	1	-	3	3	-	1	-	4	-
35	Nurses,	-	1	1	-	1	-	1	-	1
	<i>Revere.</i>									
3	Clerks,	1	-	1	-	1	-	-	-	-
9	Stenographers, . . .	-	-	-	-	-	-	-	-	1
15	Policemen,	1	-	6	5	-	5	-	-	-
15	Police promotion, . .	1	3	12	12	-	12	-	3	-
21	Firemen,	1	-	24	22	-	15	-	10	-
21	Fire promotion, . . .	-	-	-	-	-	-	-	1	-
22	Foremen,	1	-	4	4	-	3	-	3	-
24	Janitors,	1	-	4	4	-	3	-	2	-
	<i>Salem.</i>									
3	Clerks,	1	-	2	-	2	-	-	-	-
9	Stenographers, . . .	-	-	-	-	-	-	-	-	1
15	Policemen,	1	-	3	3	-	1	-	2	-
21	Firemen,	1	1	8	8	-	6	-	2	-
22	Foremen,	-	1	1	1	-	1	-	1	-
24	Janitors,	1	-	1	1	-	1	-	4	-
26	Engineers,	1	-	1	1	-	1	-	-	-
35	Nurses,	1	-	4	-	3	-	3	-	2
	<i>Somerville.</i>									
3	Clerks,	1	-	6	5	1	4	1	1	7
8	Agents,	1	-	5	5	-	4	-	1	-

CITIES OTHER THAN BOSTON, AND TOWNS—*Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.
	<i>Somerville—Con.</i>									
9	Stenographers, . . .	-	-	-	-	-	-	-	-	1
15	Policemen, . . .	1	-	28	23	-	16	-	7	-
15	Police promotion, . .	1	1	21	19	-	19	-	1	-
21	Firemen, . . .	1	-	21	19	-	13	-	5	-
21	Fire promotion, . .	1	-	30	30	-	28	-	2	-
24	Janitors, . . .	1	-	9	8	-	7	-	3	-
	<i>Springfield.</i>									
3	Clerks, . . .	1	-	41	4	33	1	24	-	21
4	Bookkeepers, . . .	-	-	-	-	-	-	-	1	-
9	Stenographers, . . .	1	-	5	1	4	1	4	-	-
11	Water inspectors, . .	1	-	6	6	-	4	-	-	-
15	Policemen, . . .	1	-	28	22	-	11	-	18	-
15	Police promotion, . .	2	-	88	86	-	78	-	9	-
21	Firemen, . . .	1	-	19	15	-	11	-	7	-
21	Fire promotion, . .	1	-	40	38	-	33	-	3	-
22	Foremen, . . .	-	-	-	-	-	-	-	2	-
24	Janitors, . . .	2	-	34	29	-	4	-	16	-
26	Engineers, . . .	1	-	2	2	-	2	-	-	-
35	Nurses, . . .	1	-	8	-	7	-	6	-	1
	<i>Swampscott.</i>									
15	Policemen, . . .	-	-	-	-	-	-	-	2	-
21	Fire promotion, . .	1	-	4	4	-	4	-	2	-
	<i>Taunton.</i>									
3	Clerks, . . .	1	-	6	-	6	-	3	-	1
6	Sealers of weights and measures.	-	-	-	-	-	-	-	1	-
9	Stenographers, . . .	1	-	2	-	2	-	2	-	-
15	Policemen, . . .	1	-	2	2	-	2	-	3	-
21	Firemen, . . .	1	-	5	5	-	4	-	2	-
21	Fire promotion, . .	-	-	-	-	-	-	-	3	-
24	Janitors, . . .	1	-	4	2	-	1	-	1	-
	<i>Waltham.</i>									
15	Policemen, . . .	1	-	8	6	-	3	-	3	-
21	Firemen, . . .	1	-	7	6	-	5	-	6	-

CITIES OTHER THAN BOSTON, AND TOWNS—*Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
		General, Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.
22	<i>Waltham</i> —Con. Foremen,	1	-	1	1	-	1	-	1	-
24	Janitors,	1	-	2	1	-	1	-	2	-
15	<i>Watertown.</i> Policemen,	1	-	4	4	-	2	-	3	-
15	Police promotion,	-	-	-	-	-	-	-	2	-
21	Firemen,	1	-	5	4	-	4	-	4	-
15	<i>Westfield.</i> Policemen,	1	-	8	6	-	3	-	1	-
15	<i>Winchester.</i> Policemen,	1	-	3	2	-	-	-	-	-
21	<i>Winthrop.</i> Firemen,	-	-	-	-	-	-	-	1	-
15	<i>Woburn.</i> Policemen,	1	-	3	2	-	1	-	-	-
15	Police promotion,	-	-	-	-	-	-	-	2	-
21	Firemen,	1	-	4	3	-	-	-	2	-
3	<i>Worcester.</i> Clerks,	1	-	24	5	17	2	7	-	6
9	Stenographers,	1	-	11	-	11	-	8	-	3
11	Plumbing inspectors,	1	-	21	20	-	9	-	1	-
11	Water inspectors,	1	-	4	4	-	2	-	1	-
15	Policemen,	1	-	42	36	-	17	-	6	-
15	Police promotion,	4	-	81	78	-	75	-	1	-
15	Policewomen,	1	-	7	-	4	-	3	-	2
21	Firemen,	1	-	24	19	-	9	-	4	-
21	Fire promotion,	-	-	-	-	-	-	-	4	-
22	Foremen,	2	-	20	16	-	11	-	1	-
24	Janitors,	1	-	27	22	-	18	-	6	-
26	Engineers,	1	-	2	1	-	1	-	-	-
27	Civil engineers,	1	-	4	2	-	1	-	-	-
		227	29	2,576	1,864	405	1,308	286	701	124

SUMMARY.

SERVICE.	NUMBER OF EXAMI- NATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	
	General Com- petitive.	Non-com- petitive.		Males.	Females.	Males.	Females.	Males.	Females.
Commonwealth service, . . .	22	14	2,180	1,032	835	623	599	209	441
Boston service,	25	50	1,687	1,289	122	825	81	324	20
Cities other than Boston, and towns.	227	29	2,576	1,864	405	1,308	286	701	124
	274	93	6,443	4,185	1,362	2,756	966	1,234	585
	367		6,443	5,547		3,722		1,819	

LABOR SERVICE.

Number Registered, Certified, Appointed and Discharged.

	Number reg- istered.	Requisi- tions received.	Number called for.	Number certified.	Number em- ployed.	Number reported dis- charged or sus- pended.
Commonwealth,	2,589	107	847	1,524	753	736
Boston,	3,767	189	607	1,360	780	552
Worcester,	547	45	522	491	535	716
Fall River,	514	26	346	604	180	31
New Bedford,	481	28	352	767	185	63
Lowell,	390	40	314	562	198	80
Cambridge,	255	18	102	169	70	118
Somerville,	135	17	74	167	57	56
Newton,	192	13	172	228	163	199
Fitchburg,	102	28	186	111	116	253
Everett,	103	8	100	114	45	73
Totals,	9,075	519	3,622	6,097	3,082	2,877

Examination for Life Guard and Helper.

	Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
Boston,	47	19	17	2
Commonwealth,	18	10	9	1
Cambridge,	3	2	2	-
New Bedford,	5	3	3	-
Somerville,	1	-	-	-

Physical Examination.

	Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
City of Boston,	150	122	114	8
Transit Commission,	9	8	8	-
City of Cambridge,	304	122	90	32

Number of Present Employees in Labor Service classified under Civil Service Rules.

State,	653	Cambridge,	708
Boston,	3,250	Somerville,	422
Worcester,	1,108	Newton,	917
Fall River,	844	Fitchburg,	104
New Bedford,	1,287	Everett,	159
Lowell,	925	Total,	10,377

PHYSICAL EXAMINATION.

OFFICIAL SERVICE.

Number of applicants examined:—

Police,	605
Fire,	261
Storekeepers,	27
Water inspectors,	38
Boston fire promotions,	28
Plumbing inspectors,	20
Janitors and engineers,	115
Nursery inspectors,	18
Sanitary inspectors,	45
Foremen of carpenters,	11
School nurses,	6
Industrial inspectors,	63
Foremen and inspectors,	43
Orthopedic nurses,	3
Dredging inspector,	1
Drawtenders and assistants,	41
Prison guards,	43
Scalers of weights and measures,	5
Board of health agents,	3
Veterinarians,	3
School physicians,	3
Inspectors of wires,	22
Inspectors of elevators,	10
Policewomen,	3
Police and fire alarm electricians,	8
Stewards,	21
Inspectors of metal work,	5
Superintendents of almshouses,	4
Building inspectors,	5
Deputy commissioners of penal institutions,	5
Dairy inspectors,	4
Sewer inspectors,	1
Attendance officers,	2
Instructors in food economics,	10
Total,	1,482

Number of applicants rejected: —

Police,	132
Fire,	29
Storekeeper,	1
Water inspector,	1
Janitors and engineers,	7
Sanitary inspectors,	4
Foreman of carpenters,	1
Industrial inspectors,	2
Drawtenders,	4
Prison guards,	11
Inspectors of wires,	3
Inspector of elevators,	1
Steward,	1
Deputy commissioner of penal institutions,	1

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Causes for rejection: —

Failed in strength,	31
Under height,	51
Under weight,	36
Defective vision,	30
Defective feet,	22
Lungs,	17
Varicose veins,	11
Color-blindness,	8
Albuminuria,	6
Hernia,	7
Heart,	8
Obesity,	5
Curvature of spine,	2
Teeth,	6
Cataract,	2
Atrophy of thigh,	2
Knock-knees,	2
Atrophy of upper arm,	1
Defective hearing,	2
Ankylosed joints and deformities,	1
Alcoholism,	1

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Number of applicants rejected for more than one reason, 22

LABOR SERVICE.

Number of men examined,	252
Number of men passed,	212
Number of men failed,	40

Causes of failure: —

Hernia,	9
Markedly defective vision,	9
Inability to shoulder and carry sack,	11
Heart,	8
Varicose veins,	12
Arteriosclerosis,	6
Locomotor ataxia,	1
Defective hearing,	1
Deformities,	2
Hydrocele,	1
Mentally defective,	1
Poor physical condition,	1
Pulmonary tuberculosis,	2
Rejected for more than one reason,	14

Life guards and helpers: —

Number of applicants examined,	45
Failed to pass practical test,	3

Total number of applicants examined,	1,779
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